

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, October 11, 2013 at the hour of 9:30 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Wiese called the meeting to order.

Present: Chairman Dorene P. Wiese, EdD and Directors Jorge Ramirez and Carmen Velasquez (3)

Director Hon. Jerry Butler

Director M. Hill Hammock (participated telephonically)

Absent: None (0)

Chairman Wiese stated that Director Hammock was unable to be physically present, but was able to participate in the meeting telephonically.

Director Ramirez, seconded by Director Velasquez, moved to allow Director Hammock to participate in this meeting telephonically. THE MOTION CARRIED UNANIMOUSLY.

Additional attendees and/or presenters were:

Kevin Frey – Senior Labor and Employment Counsel
Gladys Lopez – Chief of Human Resources
Ram Raju, MD, MBA, FACS, FACHE – Chief
Executive Officer

Elizabeth Reidy – System General Counsel
Deborah Santana – Secretary to the Board
John Jay Shannon, MD – Chief of Clinical
Integration

II. Public Speakers

Chairman Wiese asked the Secretary to call upon the registered speakers.

The Secretary called upon the following registered public speaker:

1. George Blakemore Concerned Citizen

III. **Report from Chief of Human Resources (Attachment #1)

Gladys Lopez, Chief of Human Resources, presented her report, which included information on the following subjects: Recruiting (Social Media, Career Fairs and General Recruiting Update); 2013 Fiscal Year Vacancies Filled; Request for Data – Reports; and Labor Relations. The Committee reviewed and discussed the information.

During the update, Chairman Wiese inquired regarding job postings on the CCHHS website; she noted that the website does not reflect whether there are multiple positions available under each job posting. Ms. Lopez responded that she will review the matter, as the postings should reflect whether there are multiple positions under each job posting.

III. **Report from Chief of Human Resources (continued)

During the discussion of the information presented on diversity of employees, Ms. Lopez noted that the System and Cook County use the six antiquated categories, as opposed to the seven Equal Employment Opportunity (EEO) categories; however, the System is moving towards the implementation of a new system (expected to be completed in December) that will include the seven EEO categories. Director Velasquez referenced issues relating to identifying certain groups of populations within data collected and reported to the federal government. For U.S. Census reporting, and for the Uniform Data Systems (UDS) Report, which is a core set of information appropriate for reviewing the operation and performance of health centers, which is reported to the Health Resources and Services Administration, under the U.S. Department of Health and Human Services, they request population data but do not allow an individual to identify themselves as Latino or Mexican. She stated that she has met with Congressman Luis Gutierrez on this matter, as it is a major issue for her community.

Ms. Lopez stated that the EEO categories include the race and ethnic codes – because Hispanic/Latino is not considered a race, there is no code for that, but it can be tracked with the ethnic codes.

Chairman Wiese added that the category of American Indian has been totally destroyed. She noted that affirmative action did not work for that group at all, because people were self-identifying but were not legally recognized as such; that category has become diluted even more, so data will not help to find and address issues such as where there are huge gaps in employment for that race.

Kevin Frey, Senior Labor and Employment Counsel, reviewed the information provided regarding Labor Relations.

IV. Action Items**A. Minutes of the Human Resources Committee Meeting of September 13, 2013**

Director Velasquez, seconded by Director Ramirez, moved to accept the minutes of the meeting of the Human Resources Committee of September 13, 2013. THE MOTION CARRIED UNANIMOUSLY.

B. Any items listed under Sections IV and V**V. Closed Session Items**

- A. Discussion of personnel matters**
- B. Update on labor negotiations**
- C. Discussion of litigation matters**
- D. **Report from Chief of Human Resources**

The Committee did not recess the regular session and convene in closed session.

VI. Adjourn

As the agenda was exhausted, Chairman Wiese declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Dorene P. Wiese, EdD, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Cook County Health and Hospitals System
Human Resources Committee Meeting Minutes
October 11, 2013

ATTACHMENT #1



Human Resources Committee Meeting

October 11, 2013



Recruiting (Social Media, Career Fairs and General Recruiting Update)



 **Cook County Health & Hospitals System Recruitment** 

   [Home](#) [Find Friends](#) [CookCounty](#)  

You are posting, commenting, and liking as Cook County Health & Hospitals System Recruitment — [Change to CookCounty Hhs](#)

 [Cook County Health & Hos..](#) [Timeline](#) [Recent](#) [Admin Panel](#) [Promote Page](#)



Cook County Health & Hospitals System Recruitment

38 likes · 18 talking about this

Update Page Info [✓ Liked](#) 

Health/Medical/Pharmaceuticals

The Cook County Health and Hospitals System is the safety net for health care in Chicago and suburban Cook County. The main hospital—the John H. Stroger, Jr. Hospital is located in the Illinois Medical District on Chicago's Near West Side.

[About](#)

Photos Likes

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The Cook County Health and Hospitals System is the safety net for health care in Chicago and suburba...

 Like · CookCounty Hhs likes this.

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[Recent](#)

2013

Founded

Posted Pictures While at the Career Fair at Soldier Field

The screenshot shows the Facebook interface for the 'Cook County Health & Hospitals System Recruitment' page. The page header includes the Facebook logo, the page name, a search bar, and navigation links like 'Home', 'Find Friends', and 'CookCounty'. Below the header, a status bar indicates the user is posting as 'Cook County Health & Hospitals System Recruitment'. The main content area displays two posts from September 25, 2013, both enclosed in red rectangular boxes. The left post is a photo of a booth at a career fair, with a sign that reads 'COOK COUNTY HEALTH & HOSPITALS SYSTEM' and 'Providing Comprehensive Healthcare to the Residents of Cook County Since 1831'. The right post is a text update stating: 'Checking in at the Nursing and Healthcare Career Expo in the United Club at Soldier Field, Chicago, IL. Eagerly awaiting hundreds of Nurses and Healthcare Professionals who will attend today's fair!'. Both posts show interaction options like 'Unlike', 'Comment', and 'Share', and a 'Write a comment...' field. The right sidebar contains a 'Recent' activity list, an advertisement for the recruitment page, and a 'Chat (1)' indicator at the bottom.

Post 1 (Left):

COOK COUNTY HEALTH & HOSPITALS SYSTEM
Providing Comprehensive Healthcare to the Residents of Cook County Since 1831

Unlike · Comment · Share

Cook County Health & Hospitals System Recruitment and Karen Jordan Williams like this.

Write a comment...

115 people saw this post

Post 2 (Right):

Cook County Health & Hospitals System Recruitment
September 25 · 🌐

Checking in at the Nursing and Healthcare Career Expo in the United Club at Soldier Field, Chicago, IL. Eagerly awaiting hundreds of Nurses and Healthcare Professionals who will attend today's fair!

Unlike · Comment · Share

Cook County Health & Hospitals System Recruitment and 5 others like this.

Cook County Health & Hospitals System Recruitment
It was a great day at the Career Expo!!!! Lots of wonderful healthcare professionals stopped by our booth to discover the excellent opportunities and benefits of working at COHHS!!!! 🙌

September 25 at 5:10pm · Unlike · 📢 2

Cook County Health & Hospitals System Recruitment
Thanks everyone for stopping by the COHHS booth! A special thanks to the event planners and Soldier Field staff!!!!

September 25 at 5:18pm · Like

Write a comment...

141 people saw this post

Right Sidebar:

Recent
2013
Founded

See Your Ad Here
Cook County Health & Hospitals System Recruitment

The Cook County Health and Hospitals System is the safety net for health care in Chicago and suburbs...

Like · CookCounty HHS likes this.

Promote Page

Chat (1)



Measure, Manage, Lead - Build and sustain your employee engagement with Gallup's 12 questions



CCHHS Recruitment

Recruitment Department at Cook County Health and Hospitals System

Chicago, Illinois | Hospital & Health Care

Improve your profile

Edit



62
connections

www.linkedin.com/pub/cchhs-recruitment/76/402/264/

Contact Info

People



Denise
Insurance
Connection

ADS YC



UIC
Pharmacy
Informatics

Activity

Share an update...

Delete

CCHHS Recruitment has added new links and has an updated profile (Expanded)

Positions Are Being Posted On LinkedIn

CCHHS Recruitment
Check it out today ...

LinkedIn_Pharmacist Mgr-Inpatient _09_2013
Document • Hiring Manager

Date _____ PHARMACIST
MANAGER – INPATIENT – STROGER HOSPITAL Job
Number: 2103 Location: JHSH Shift: Days Status: Full-time
Grade: 24 Pay: Competitive...

CCHHS Recruitment
Attention ... Business Manager position at CCHHS ... Thanks for applying today or sharing this post with your network connections Apply today: <http://lnkd.in/bMHFwCC>

LinkedIn BUSINESS MANAGER III 09_2013 00114961
Document • BUSINESS MANAGER III- MANAGED CARE-
ADMINISTRATION: Requisition ID: 00114961 PID #: 903701
Full-time Job Posting: Sep 13, 2013, 2:06:07 PM Closing
Date: Sep 27, 2013, 11:59:00 PM A.M. P.M. Posting Salary:
COMPETITIVE SALARY ...

CCHHS Recruitment
Attention ... Case Worker position at CCHHS ... Thanks for applying today or passing this posting to your network connections <http://lnkd.in/bMHFwCC>

LinkedIn CASE WORKER V -09_2013 RUTH M ROTHSTEIN CORE CENTER...
Document • CASE WORKER V - RUTH M. ROTHSTEIN
CORE CENTER Job Number: 00114987 PID#0903823 Job
Posting :Sep 20, 2013, 3:33:46 PM Closing Date :Oct 4, 2013,
11:59:00 PM Full-time Posting Salary :COMPETITIVE
SALARY Organization :Health and...

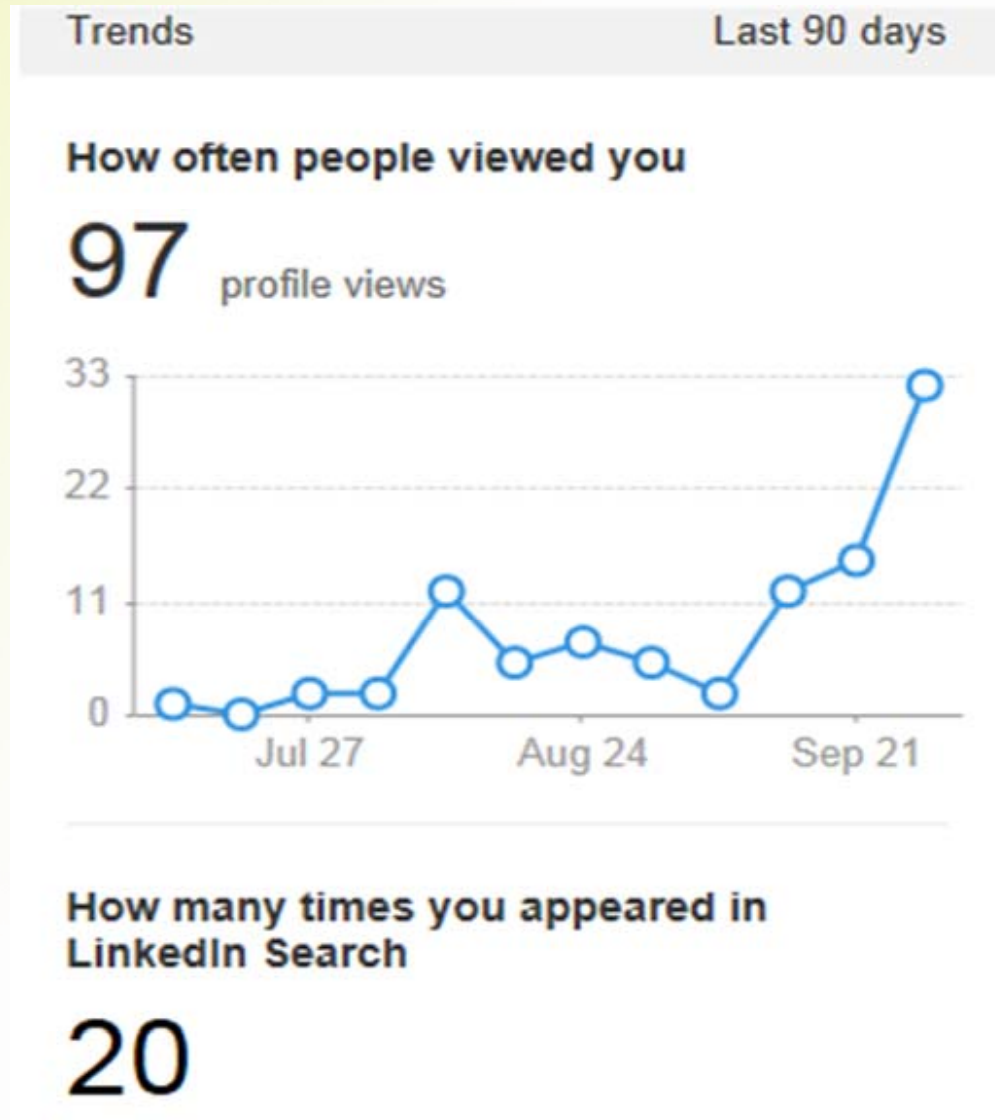
CCHHS Recruitment
Thanks for applying or passing to your network connections

LinkedIn_09_2013_MANAGER OF PROCUREMENT 00114985
Document

CCHHS Recruitment
Attention Director of Life Safety position at CCHHS ... Appy today or pass it along to family or friends <http://lnkd.in/bMHFwCC>

LinkedIn_DIRECTOR OF LIFE SAFETY#00114981_09_2013
Document • DIRECTOR OF LIFE SAFETY-
ADMINISTRATION- STROGER Job Number: 00114981 Job
Posting :Sep 19, 2013, 11:53:09 AM Closing Date :Oct 3,
2013, 11:59:00 PM Full-time Posting Salary :COMPETITIVE
SALARY Organization :Health and Hospital...

LinkedIn Activity is Increasing



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Lists

Photos and videos

Who to follow · Refresh · View all

Navy Federal
[Follow](#)

USDA Food Safety
[Follow](#)

CCHHS Recruitment
@Recruit_CCHHS
54 TWEETS **23** FOLLOWING **5** FOLLOWERS
 [Edit profile](#)

Tweets

CCHHS Recruitment @Recruit_CCHHS
Check out all of the exciting and rewarding career as well as job opportunities today at cookcountyhhs.org/about-cchhs/ca...!!!!
[Expand](#)

CCHHS Recruitment @Recruit_CCHHS
Check out all of the exciting and rewarding career as well as job opportunities today at lnkd.in/bMHFwCC!!!!
[Expand](#)

Career Fair Updates

- 09/25 Chicago Tribune Nursing & Healthcare Career Fair at Soldier Field
- 10/01 Nurse.com (Nursing Spectrum) Career Fair at Drury Lane, Oak Brook, IL
 - An email blast was sent thanking the attendees; noting our hiring process is strictly managed via Taleo; included a “how to” guide on creating a profile in Taleo; and encouraged them to apply via our Careers Page
 - 3 laptops were available to allow candidates to create or update their profiles in Taleo
 - Nursing Leadership attended the fair

Want to thank: Tanda Russell, Antoinette Williams and Vickie Wheeler from Nursing for their support with the Nursing Career Fairs

2013 Fiscal Year Vacancies Filled

(breakdown by Hiring Initiative)

- A total of 575* vacancies filled through September 27, 2013
 - 129 Cermak
 - 90 Joint Commission
 - 82 Other (Includes 17 Direct Appointments)
 - 141 PJC
 - 133 Waiver

****Does not include 118 Residents processed in July 2013***

For comparison purposes, we filled 346 vacancies in Calendar Year 2012

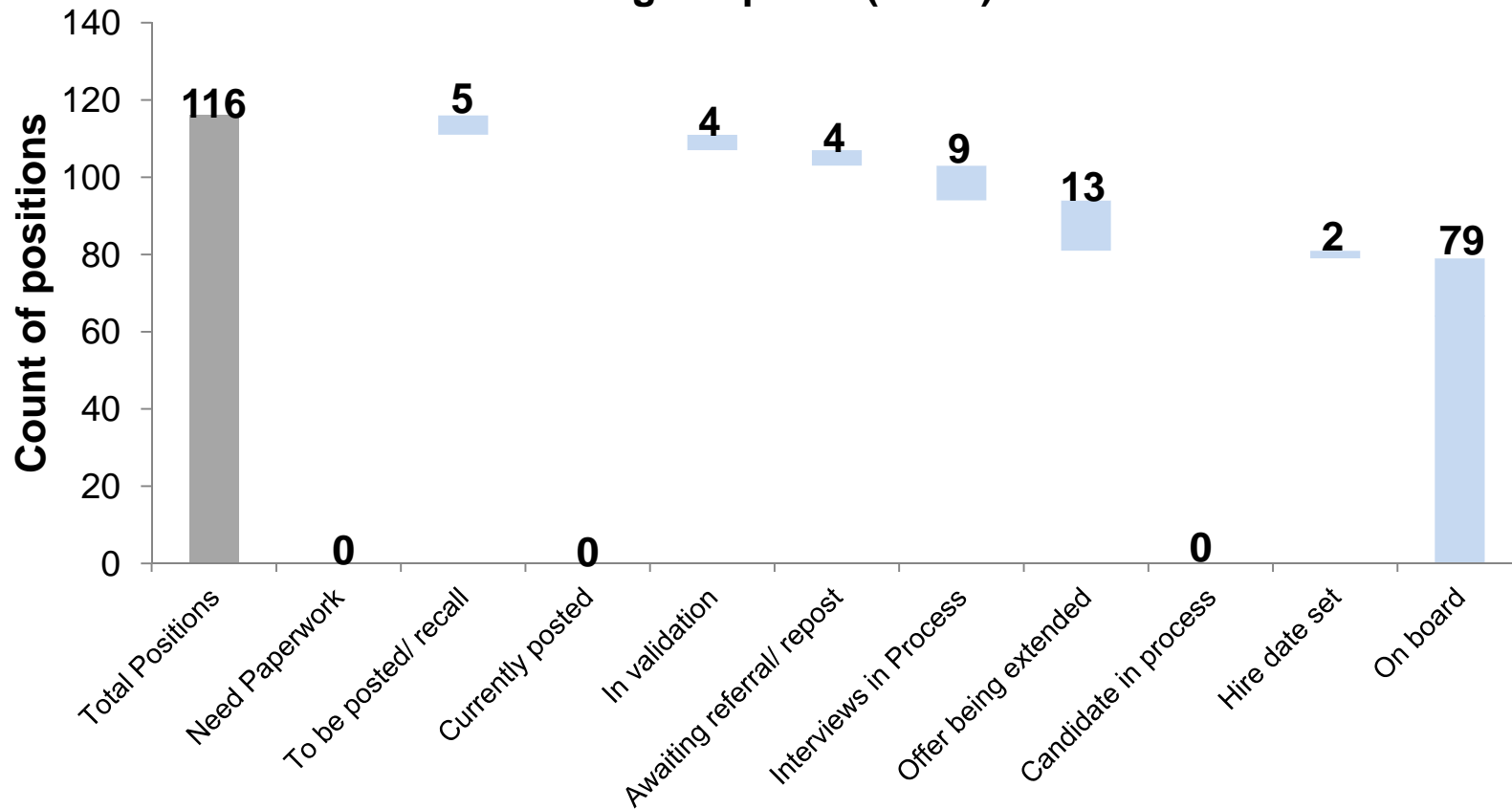
Cermak



Source	PIDs to Hire by November 2013	Paperwork Complete	Posted	Posting Closed	Validation Completed	Referred for Interviews	Interviews Completed	Candidate ID'd	Hire Date ID'd	Hired
Cermak	149	148	148	148	142	140	136	132	130	128

Joint Commission

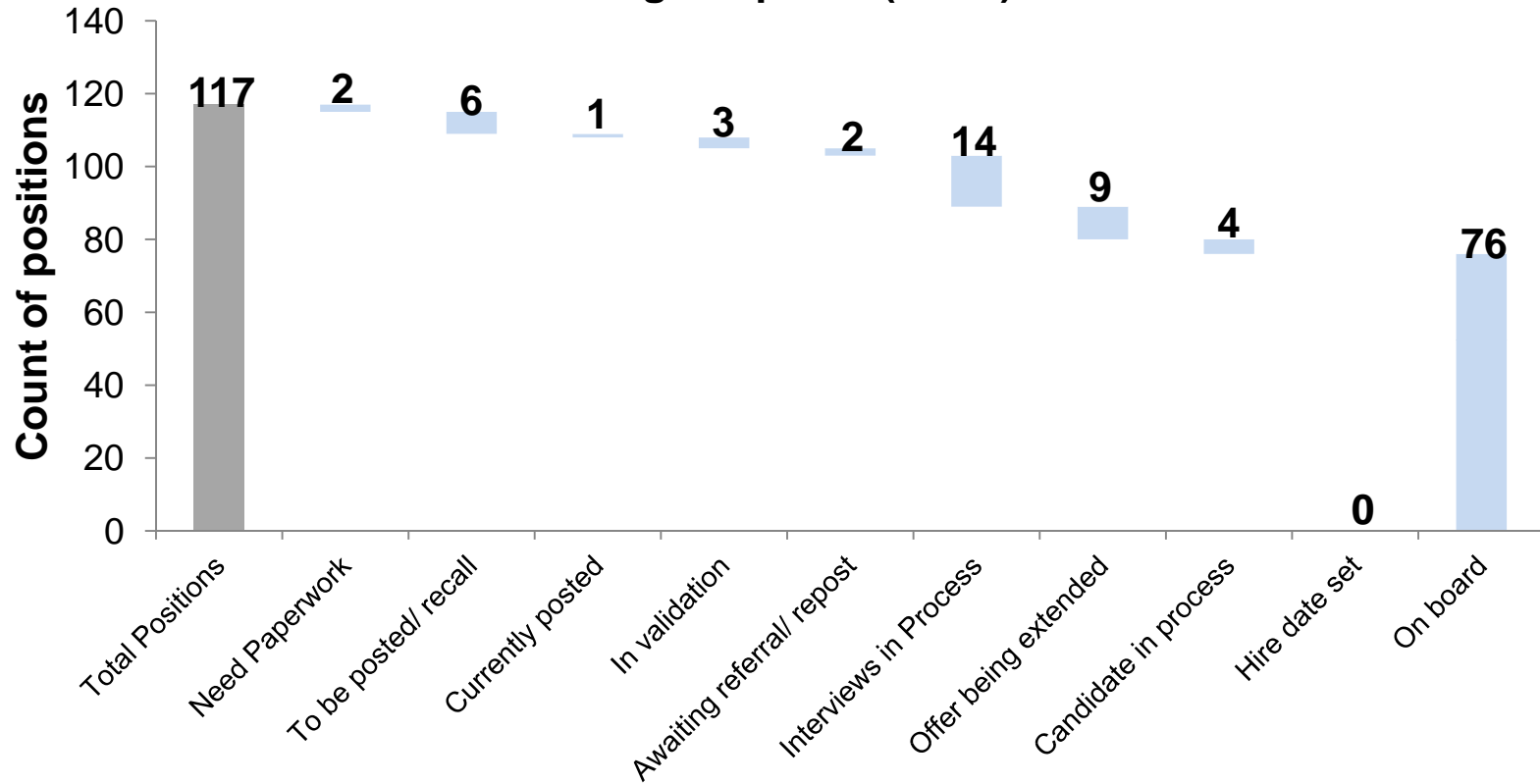
Hiring Snapshot (10/04)



Source	PIDs to Hire by November 2013	Paperwork Complete	Posted	Posting Closed	Validation Completed	Referred for Interviews	Interviews Completed	Candidate ID'd	Hire Date ID'd	Hired
JC	116	116	111	111	107	103	94	81	81	79

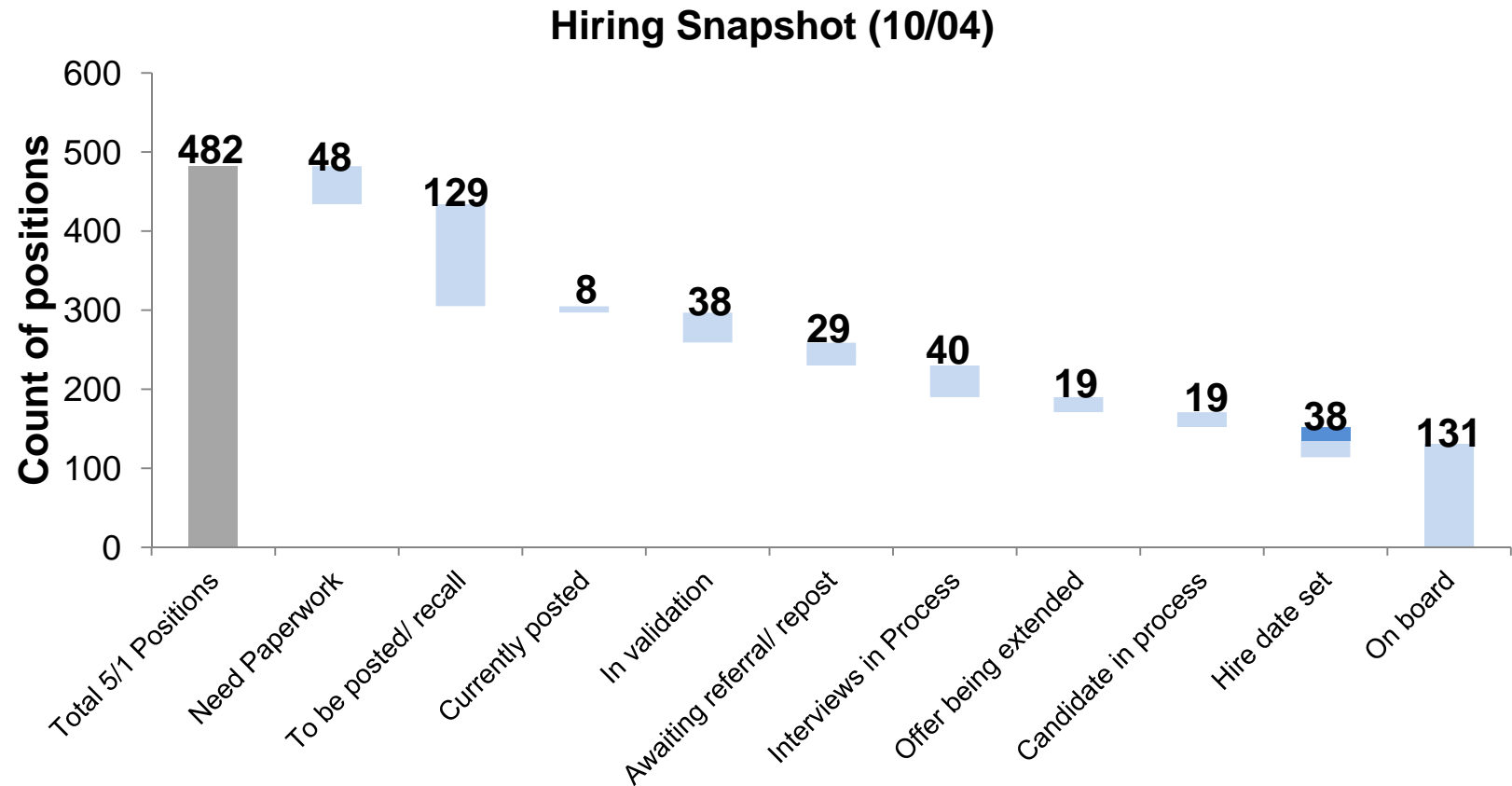
Other

Hiring Snapshot (10/04)



Source	PIDs to Hire by November 2013	Paperwork Complete	Posted	Posting Closed	Validation Completed	Referred for Interviews	Interviews Completed	Candidate ID'd	Hire Date ID'd	Hired
Other	117	115	109	108	105	103	89	80	76	76

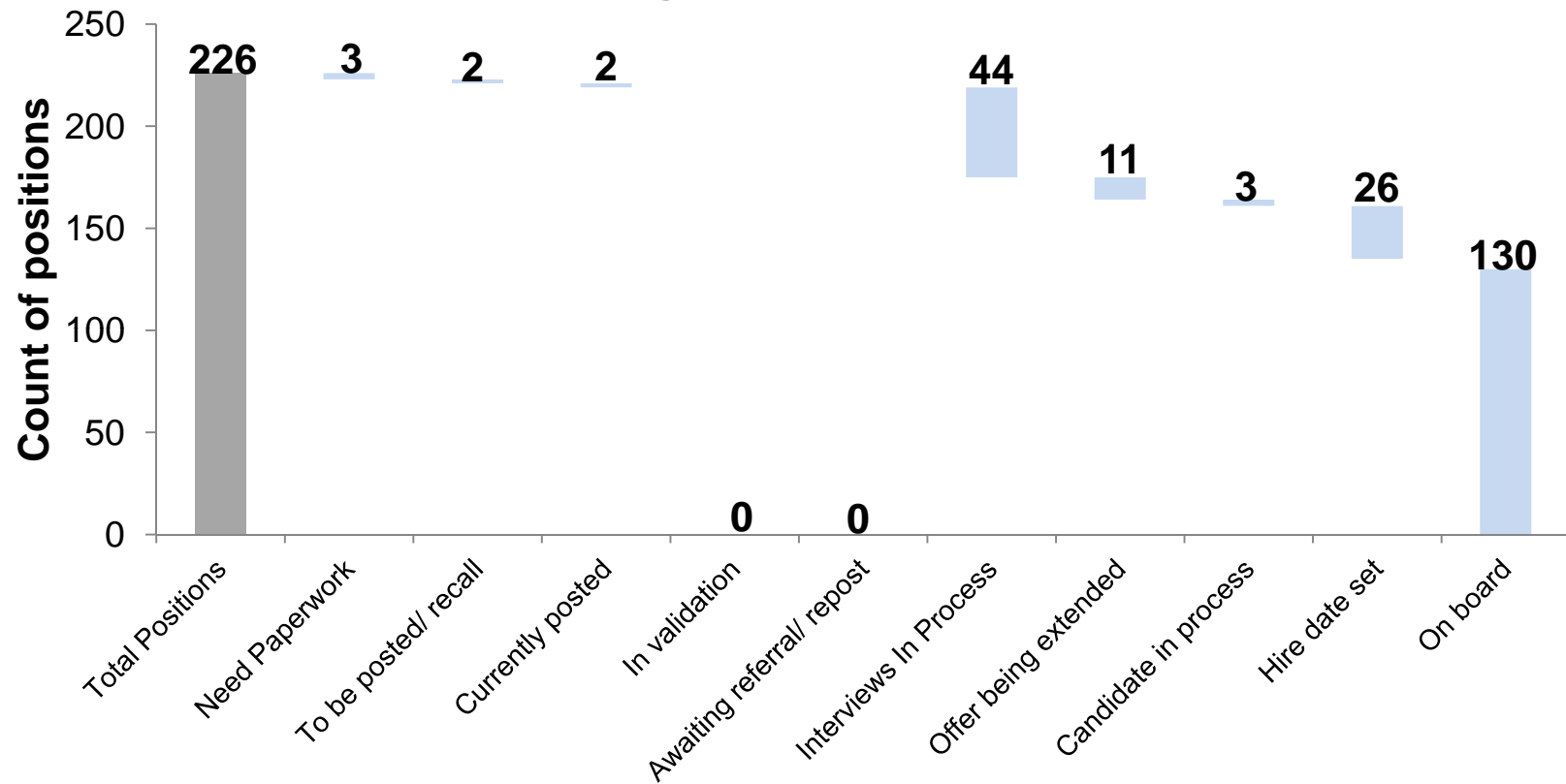
Position Advisory Committee



Source	PIDs to Hire by November 2013	Paperwork Complete	Posted	Posting Closed	Validation Completed	Referred for Interviews	Interviews Completed	Candidate ID'd	Hire Date ID'd	Hired
PJC	482	434	305	297	259	230	190	171	152	131

Waiver / PCMH

Hiring Snapshot (10/04)

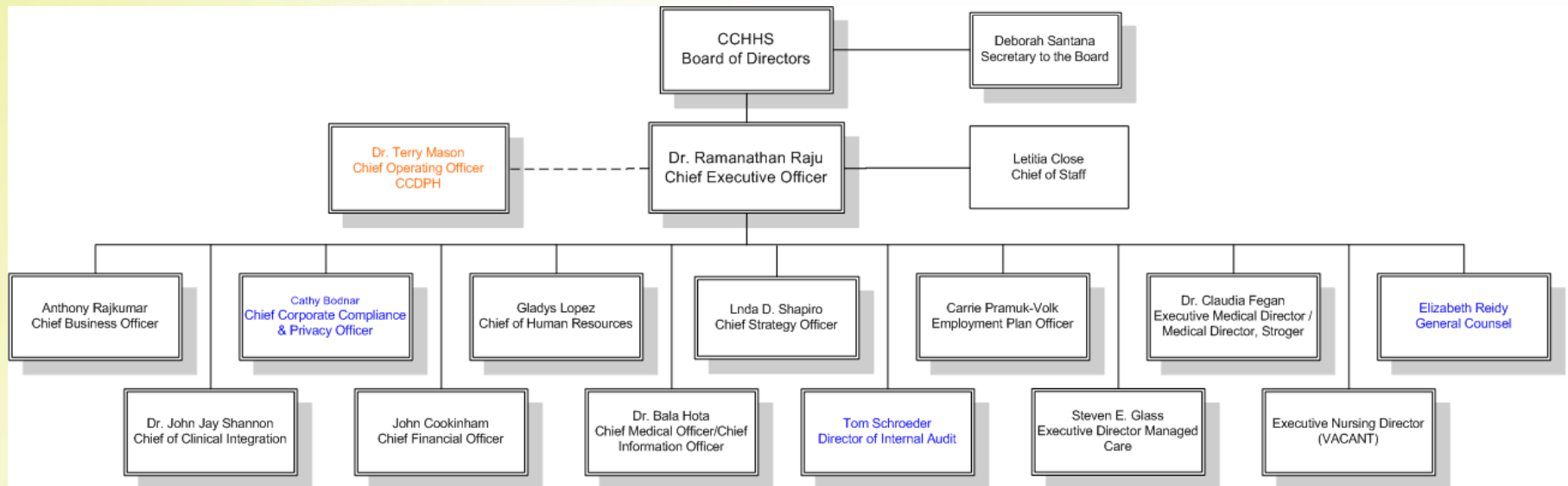


Source	PIDs to Hire by November 2013	Paperwork Complete	Posted	Posting Closed	Validation Completed	Referred for Interviews	Interviews Completed	Candidate ID'd	Hire Date ID'd	Hired
Waiver	226	223	221	219	214	214	170	159	156	130



Request for Data / Reports

CCHHS Senior Leadership



As of 10/02/13

Appointment by County Board President

Dual Reporting Relationship to the CCHHS Board

EEO Categories

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.

Current HR System – Has Limitations – (DOS-Based)

0801 H/R Employee Entry Action Code

Employee No.
Tax Id No. Home Fund
Add'l EE No. Home Bus. Unit.
Name (F/M/L) Security Bus Unit
Salary (B,A) Date Started.
Hourly Rate.
Compa-Ratio.
Shift Code
Check Route.
Fed Marital St
Gender
Ethnic Code.
Pay Status
Emplymt Stat.
Leave blank.
Supervisor
Nxt P Eval
Type of Eval
Tax (Res/Wrk).
Headcount.

81QM User Defined Codes Window EEOM

06 M Ethnic Codes (Edit)

Skip To Code

01 White (Not of Hispanic Origin)
US - HARDCODED - DO NOT CHANGE

02 Black
US - HARDCODED - DO NOT CHANGE

03 Hispanic
US - HARDCODED - DO NOT CHANGE

04 Asian or Pacific Islander
US - HARDCODED - DO NOT CHANGE

05 American Indian/Alaskan Native
US - HARDCODED - DO NOT CHANGE

Opt: 4=Select F9=Glossary F14=Memo ods

F5=Job Entry & Ev 4=More

CCHHS General Diversity Data

General Data as of 09/24/13							
				Female		Male	
	Number	%		Number	%	Number	%
01 = White:	1,178	19.40%		611	10.06%	567	9.34%
02 = Black:	2,885	47.51%		2,280	37.54%	605	9.96%
03 = Hispanic:	580	9.55%		410	6.75%	170	2.80%
04 = Asian or Pacific Islander:	1,304	21.47%		855	14.08%	449	7.39%
05 = American Indian / Alaskan Native:	14	0.23%		7	0.12%	7	0.12%
99 = Unknown	112	1.84%		52	0.86%	60	0.99%
	6,073	100.00%		4,215	69.41%	1,858	30.59%
M = Male:	1,858	31%					
F = Female:	4,215	69%					
	6,073	100%					



CCHHS Labor Relations

Kevin Frey
Sr. Labor & Employment Counsel

UNION RECALLS

- SEIU
 - Two meetings were held: August 16th and September 30th
 - A total of 16 positions were filled
 - A total of 114 vacancies were released from Labor Hold
 - A total of 125 employees remain on the recall list
- AFSCME
 - Three meetings were held: August 30th, September 13th and October 2nd
 - A total of 14 positions were filled
 - A total of 83 vacancies were released from Labor Hold
 - A total of 32 employees remain on the recall list

UNION RECALLS (cont.)

- NNOC
 - Meeting was held on August 22nd
 - There were no positions filled, but a total of 126 vacancies were released from Labor Hold
 - A total of 5 employees remain on the recall list.
- FOP
 - Meeting was held on September 17th
 - There were no positions filled, but a total of 4 vacancies were released from Labor Hold
 - A total of 3 employees remain on the recall list
- Trades
 - Meeting Date TBD
 - A total of 9 employees remain on the recall list

SEIU Employee Survey

Met with SEIU on Monday, October 7th to review the results of the employee survey presented to the CCHHS Quality & Compliance Committee on 09/23 and to the CCHHS Board on 09/27

We are going to schedule a meeting with Ambulatory management to discuss the results of the survey and action plans



Closed Session

October 11, 2013